

AGREEMENT BETWEEN
CITY OF MANCHESTER
AND
TEAMSTERS UNION LOCAL NO. 633 OF N.H.

Affiliated with the International Brotherhood of Teamsters

Expires June 30, 2017

(Welfare)

ARTICLE	TABLE OF CONTENTS	PAGE
1.	Purpose	3
2.	Recognition	3
3.	Management Rights.....	3
4.	Contracting and Subcontracting out	4
5.	Stability of Agreement.....	4
6.	No Strike or Lockouts....	5
7.	Rules and Regulations.....	5
8.	Non-Discrimination	5
9.	Hours of Work and Overtime	6
10.	Sick Leave Accrual and Payment	6
10 (A)	Sick Leave Bank	7
11.	Discipline	7
12.	Union Rights	8
13.	Grievance Procedure	8
14.	Salaries	11
15.	Temporary Duty in a Higher Classification ...	12
16.	Hospital/Medical Insurance	12
17.	Vacation	13
18.	Holidays	14
19.	Bereavement Leave	15
20.	Jury Duty/Special Leave	15
21.	Education Incentive	16
22.	Layoffs	17
23.	Dues Deduction	17
24.	Life Insurance	18
25.	Miscellaneous	18
26.	Duration	18
	APPENDIX A	21
	APPENDIX B	22

ARTICLE ONE

Purpose

The objectives of this Agreement are the promotion of harmonious and cooperative relations between the City, the Union and members thereof; and the establishment of an equitable and peaceful procedure for the resolution of differences arising between them concerning wages, hours and other conditions of employment other than managerial policy within the exclusive prerogative of the public employer as defined in RSA 273-A. This statement of purpose shall not be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE TWO

Recognition

21 The City hereby recognizes Teamsters Local 633 of New Hampshire, hereinafter, the "Union", as the exclusive representative of the bargaining unit for the purpose of collective bargaining with respect to wages, hours and other terms and conditions of employment other than managerial policy within the exclusive prerogative of the public employer as specified in RSA 273-A:1, XI. Such managerial prerogatives shall not be subject to the grievance and arbitration provisions of this Agreement.

22 The bargaining unit is defined as follows:

All regular full-time employees of the Manchester Welfare Department in the classifications of Accounting Specialist II, Administrative Services Manager, and Welfare Specialist I, II, III.

2.3 All other employees are excluded from the bargaining unit. All bargaining unit members, however, who are not members of the union will be required to pay agency fees, in lieu of union dues, to the union.

ARTICLE THREE

Management's Rights

The Board of Mayor and Aldermen of the City of Manchester, and the Welfare Commissioner shall continue to have, whether exercised or not, all the rights, powers and authority heretofore existing, including but not limited to the following:

The City of Manchester and the Welfare Commissioner shall determine the levels and standards of service to be offered by the Welfare Department, determine the standards of selection for employment and promotion, direct the bargaining unit members, take disciplinary action, relieve bargaining unit members from duty because of lack of work, budgetary constraints or for other legitimate reasons; issue and enforce rules and regulations; maintain the efficiency of governmental operations; determine the

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means, methods and personnel by which the Welfare Departments operations are to be conducted; determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities.

All of the rights, responsibilities and prerogatives that are inherent in the Board of Mayor and Aldermen, and the Welfare Commissioner by virtue of statutory and charter provisions cannot be subject to any grievance or arbitration proceeding.

ARTICLE FOUR Contracting and Subcontracting Out

4.1 The right of any public agency or private individual(s) or business(es), other than the Welfare Department, to contract for work of the nature ordinarily performed by the Welfare Department, shall not be affected by this Agreement.

4.2 The City of Manchester recognizes the concern of the Union in regard to contracting or subcontracting work which results in a reduction of the work force.

4.3 If the City of Manchester, or the Welfare Commissioner changes the method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or the Welfare Department will give notice to the Union of its intention. In those cases where bargaining unit members are not absorbed into other City positions, the City and/or Welfare Commissioner will provide as much advance notice of impending lay-off as is reasonably possible.

ARTICLE FIVE Stability of Agreement

5.1 This Agreement represents the entire agreement between the parties hereto and may not be modified in whole or in part except by an instrument in writing, duly executed by both parties.

5.2 Should any article, section or portion thereof of this Agreement be determined to be invalid because it is in conflict with a Federal or State law or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, section or portion thereof specified in the decision; provided, however, that all other provisions of this Agreement and the application thereof shall remain in full force and effect.

ARTICLE SIX No Strike or Lockouts

6.1 No bargaining unit member shall engage in, induce or encourage any strike, work stoppage, sick-in, sick-out, work slowdown, work to rule, or withholding of services from the City of Manchester or Welfare Department.

6.2 The Union agrees that neither it, nor any of its officers or agents, national or local, will call, institute, authorize, participate in, sanction or ratify any such strike, work stoppage, sick-in, sick-out, work slowdown, work to rule, or withholding of services from the City of Manchester or the Welfare Department. In the event of any such activity, neither the City nor the Welfare Commissioner shall be required to negotiate on the merits of the dispute which gave rise to such activity until any and all such activity has ceased.

6.3 Should any bargaining unit member(s) engage in any activity prohibited in Section 6.1, above, the Union shall forthwith disavow any such activity in writing and shall take all reasonable means to induce such bargaining unit member(s) to terminate such activity forthwith, including but not limited to any and all disciplinary measures which may be taken pursuant to the Union's Constitution and By-laws, or similar governing document.

6.4 In the event of any activity prohibited under Section 6.1, above, bargaining unit members participating in the same shall be subject to disciplinary action, including immediate termination.

6.5 The City of Manchester and the Welfare Commissioner will not engage in any lockout.

ARTICLE SEVEN Rules and Regulations

The rules and regulations of the Welfare Department which are now in effect or which may be promulgated or amended by the Welfare Commissioner shall be the prime governing factor in the conduct and actions of all bargaining unit members and every such member shall be thoroughly conversant with them.

ARTICLE EIGHT Non-Discrimination

The Board of Mayor and Aldermen, the Welfare Commissioner and the Union agree that there will be no discrimination against bargaining unit members on account of membership or non-membership in the Union.

The Union officers and members agree not to bar bargaining unit members from joining or remaining in the Union, except for non-payment of dues.

ARTICLE NINE
Hours of Work and Overtime

9.1 Bargaining unit members shall be assigned to work five (5) days per week, forty (40) hours per week. Determination of the work schedules shall be made by the Welfare Commissioner.

9.2 Bargaining unit members shall be paid overtime in accordance with the Fair Labor Standards Act (FLSA).

ARTICLE TEN
Sick Leave Accrual and Payment

10.1 Effective on the date of ratification, all bargaining unit members shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1 1/4) work days for each completed month of service. Accrual shall include the six (6) month probationary period, but employees will not be allowed to use sick leave until they have satisfactorily completed the probationary period. Unused sick leave may be accumulated up to a maximum of one hundred twenty (120) work days.

10.2 Bargaining unit members eligible for sick leave with pay may use such sick leave for absence due to their illness or injury; or the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved; or for the bargaining unit member's exposure to contagious disease.

Bargaining unit members shall be required to substantiate sick leave in excess of three (3) days with a letter from a qualified physician or any other excuse acceptable to the Welfare Commissioner. In the case of chronic absenteeism or if the Welfare Commissioner has reason to believe that a bargaining unit member is abusing his/her sick leave, he/she shall give the bargaining unit member a written warning. If the suspected abuse continues, the Welfare Commissioner may request a doctor's certificate for each period of illness.

If, after a written warning has been issued, there is a substantial improvement in the bargaining unit member's sick leave record for twelve (12) months, the written warning shall be removed from the bargaining unit member's record.

10.3 When a bargaining unit member terminates his/her employment with the City, all sick leave credits shall be canceled, except in cases of paid retirement, paid duty disability retirement or death. In such cases, accrued sick leave shall be payable to the bargaining unit member or his/her designated beneficiary; provided however, that payment shall not exceed eighty (80) days, plus 1/4 of the balance of the days accrued over 80 but not more than 120 days.

10.4 Bargaining unit members shall also be entitled to the benefits under City Ordinance 33.081 (H)(4)(b), as it may be amended from time to time.

10.5 Bargaining unit members must use all of their accrued sick leave, any sick leave bank benefits to which they are entitled and all other accrued paid leave before they will be allowed to use unpaid leave for personal illness or injury or exposure to contagious disease.

10.6 Sick Leave Incentive

Effective July 1, 2010 or the date of ratification, whichever comes later, bargaining unit members who used forty-eight (48) hours of sick leave or less in the preceding calendar year will qualify for two (2) personal leave days to be scheduled by the Welfare Commissioner. Personal leave days must be used during the calendar year to which they are credited and shall not accumulate or be carried over to the following year.

10.7 Absence Without Leave

Any bargaining unit member who is absent from duty shall report the reason therefore to the Welfare Commissioner prior to the date of absence when possible and in no case later than the second day of absence, unless there are extenuating circumstances. All unauthorized and unreported absence shall be considered absence without leave and deduction of pay shall be made for the period of absence. Such absence may be grounds for disciplinary action.

ARTICLE TEN (A) Sick Leave Bank

Bargaining unit members shall be eligible to participate in the City's Non-Affiliated Sick Leave Bank under its rules and regulations as they may be amended from time to time. Decisions of the Non-Affiliated Sick Leave Bank Committee shall not be grievable.

ARTICLE ELEVEN Discipline

11.1 All bargaining unit members shall be required to attend any investigatory interviews schedules by the Welfare Commissioner. If a bargaining unit member has a reasonable fear that discipline may result from the investigatory interview, he/she shall be entitled to union representation if he/she makes such a request. If a union representative is present at the investigatory interview he/she may not interfere with the investigatory interview. The investigatory interview shall not be unreasonably delayed because of the unavailability of a specific union representative.

11.2 No bargaining unit member shall be disciplined without just cause. Disciplinary decisions may be grieved under Article 13 of the Agreement; provided however, an arbitrator may not substitute his/her judgment for that of the Welfare Commissioner in the exercise of rights granted or retained by this agreement.

ARTICLE TWELVE

Union Rights

12.1 With the exception of processing grievance matters and negotiating contracts the Union will not be allowed to transact any business on City time. The Union steward shall be allowed reasonable amounts of City time for the handling of grievances. The City shall have no obligation to pay the steward for time spent in grievance matters when he or she is not scheduled for work.

12.2 The Union shall be allowed to use facilities for off-duty meetings concerning matters covered by this Agreement when such facilities are available and such meetings would not conflict with the business of the Welfare Department. Requests for use of Welfare facilities shall be made to the Welfare Commissioner at least seven (7) days prior to the date of the requested use. The Welfare Commissioner shall respond to the request within four (4) days.

ARTICLE THIRTEEN

Grievance Procedure

1. Definitions

A "grievance" is a claim based upon the interpretation, meaning or application of any of the provisions of this Agreement. Only claims based upon the interpretation, meaning or application of any of the provisions of this Agreement shall constitute grievances under this Agreement.

The ten "days" when used in this Article shall mean Monday through Friday excluding holidays or other days when the Welfare Department is closed.

2. Purpose

The purpose of the procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may, from time to time, arise affecting the welfare or working conditions of any bargaining unit member having a grievance. Both parties agree that the proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure, which shall be handled as provided in this Article.

Nothing herein contained will be construed as limiting the right of any bargaining unit member having a grievance to discuss the matter informally with any appropriate supervisor and to have the grievance adjusted without the intervention of the Union, provided that such adjustment is not inconsistent with the terms of the Agreement. The Union shall have the right to communicate its concerns to the Welfare Commissioner relative to any interested party; however, this right shall not extend to being present at any meeting, unless the grievant wants the Union to be there. Any adjustment reached without the presence of a designated representative of the Union shall not be precedential in any way.

3. Procedures

Since it is anticipated that nearly all grievances can be resolved informally at level one, it is important that the complaint be processed as rapidly as possible. The timelines contained herein should be considered maximum. The time limits may be extended by mutual agreement, in writing.

Bargaining unit members shall, notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations until their grievance(s) is resolved.

A. Level One-Discussion

If the grievance is not brought to the attention of a bargaining unit member's Supervisor within twenty (20) days after the grievant knew or should have known of the act or condition upon which the grievance is based, then the grievance shall be considered waived. An aggrieved person shall give a written notice to the Welfare Commissioner and a brief explanation of the alleged grievance. Such aggrieved person will informally discuss the complaint the Welfare Commissioner either directly or through the Union representative with the object of seeking resolution. The Commissioner shall hold a discussion with the grievant and his/her Union representative, if the representative is requested by the grievant. The Welfare Commissioner shall give an answer within five (5) days from the date that the grievance is informally received.

B. Level Two-Formal Grievance

If the grievant is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) days after the informal meeting at Level One, the grievant may file the grievance, in writing, with the Welfare Commissioner. The grievance and its specifics shall be submitted on the form contained in Appendix A of this Agreement.

Within (10) days of the receipt of the written grievance, the Welfare Commissioner shall meet with the aggrieved person in an effort to resolve it. The Welfare Commissioner shall render his/her decision within five (5) days after the meeting.

C. Level Three-Pre-Arbitration

If the grievant is not satisfied with the disposition of the grievance at Level Two or no decision has been rendered within the time frames specified in Level Two, the grievant may refer the matter, in writing, within five (5) days after the decision at Level Two, or twenty-five (25) days after the complaint was referred to Level Two to the City's Chief Negotiator/Contract Administrator, who shall schedule a pre-arbitration meeting within fifteen (15) days after receiving the request.

Representatives of the Union, the grievant, the Welfare Commissioner and the Chief Negotiator/Contract Administrator will attend the pre-arbitration meeting. The purpose of this meeting is to determine if the grievance can be resolved without

Arbitration. If no satisfactory resolution is reached as a result of the meeting, the Union may submit a written demand for arbitration, with a copy to the Chief Negotiator/Contract Administrator, to the N.H. Public Employee Labor Relations Board within ten (10) days after the pre-arbitration meeting.

D. Level Four-Arbitration

The Arbitrator shall schedule the arbitration hearing at a time and place mutually agreeable to the parties. The Arbitrator shall have no authority to hold a hearing on more than one grievance at any hearing unless the parties mutually agree to the submission of multiple grievances to one arbitrator.

The Arbitrator shall not have the power to alter, add to, or subtract from the terms of the Agreement. The Arbitrator shall have no authority to render a decision which requires the payment for retroactive wages or adjustments which extend prior to the date when an aggrieved employee knew or should have known of the act or condition upon which the grievance was based, as specified in Section 3A of this Article.

The decision of the arbitrator shall be final and binding.

The cost for the services of the Arbitrator, including reasonable expenses, shall be borne equally by the parties in cases of suspension and termination, only. In all other cases, the expenses of the arbitrator shall be borne by the losing party. It shall be incumbent upon the arbitrator to designate the losing Party. The parties agree that the party who requests a postponement of any arbitration hearing shall be obligated to pay any related Postponement costs or fees.

E. Miscellaneous

1. Failure at any level of the grievance procedure of "management" to render a decision within the specified time limits shall permit the grievance to proceed to the next level.
2. Failure of the grievant and/or the Union to abide by the time limits set forth in this article shall result in the grievance being dismissed without further action being taken with respect to such grievance.
3. No reprisals of any kind will be taken by "management" or the Union against any party of interest, any Union representative or any other participant in the grievance procedure by reason of such participation.
4. The Welfare Commissioner may initiate a grievance against any bargaining unit member or the Union under the terms of this Article by specifying to the Union, in writing, the specific name (s), date(s), alleged violation(s) or misapplication(s) and the provision(s) of this Agreement involved. Such a grievance shall be commenced at Level Three.

If such a grievance is not filed within forty-five days of the date(s) of the alleged violation(s) or misapplication(s), then the grievance shall be considered waived.

5 The Welfare Commissioner agrees to allow a Union grievance representative and an aggrieved employee(s) reasonable time, without loss of pay, during regular working hours for the purpose of processing grievances only, provided such time away from work does not interfere with the work of the area(s) involved. Such time will not be withheld unreasonably. The Union grievance representative will obtain prior permission to absent him/herself from work before leaving a work site and shall obtain prior permission of the appropriate supervisor involved before interrupting the work of an aggrieved employee(s). Employees shall not be entitled to vehicle reimbursement if they travel for grievance purposes.

ARTICLE FOURTEEN

Salaries

NOTE: The bargaining unit members' work weeks are specified in Article 9.

14.1 Effective on July 1, 2016, the Salary Schedule shall be increased by one percent (1%).

14.2 Bargaining unit members will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. Evaluation step increases will stop when a bargaining unit member reaches Step 13 on the included Salary Schedule.

14.3 Bargaining member appeals of their annual performance evaluations will be conducted according to the process agreed to by the Union and the City. See Appendix B.

14.4 The longevity waiting periods for bargaining unit members shall be 5-10-15-20-25-30-35-40-45 years of service. An increase of three percent (3.0%) will take effect on the bargaining unit member's anniversary date of employment.

14.5 Bargaining unit members who are promoted to a higher grade shall be placed on the lowest step of the new grade which will provide a minimum of a ten percent (10.0%) increase in salary.

14.6 Bargaining unit members who have attained the requirements of the achievement

grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade.

ARTICLE FIFTEEN

Temporary Duty in a Higher Classification/Promotions

15.1 In any case when a bargaining unit member is qualified for and is temporarily required to serve regularly in and accept the responsibility for work in a higher class of position, such bargaining unit member shall receive the entrance rate of that class or one rate step above his/her present rate, whichever is higher, while so assigned, subject to the approval of the Human Resources Director. Such temporary assignment to a higher class of positions, to qualify for the higher rate of pay, shall be regular and continuous in character for at least one work day.

15.2 A bargaining unit member may be temporarily assigned to the work of any position of the same or lower pay grade without a change in pay.

15.3 Whenever possible promotions or assignment of a new position shall be made from the regular employees who are employed by the department.

ARTICLE SIXTEEN

Hospital/Medical Insurance

16.1 Effective July 1, 2010, the City shall provide a hospital/medical policy equivalent to Cigna POS which description is attached hereto as Appendix D, for all bargaining unit members, hired prior to July 1, 2010. The City will pay eighty-seven and one-half (87.5%) percent.

The employee co-pays shall be as follows:

- Option I (PCP) office visit co-pay - \$15.00
- Option II (direct referral to specialist) office visit \$30.00
- Emergency room visit - \$75.00
- Generic prescriptions (one month supply) - \$10.00
- Other prescriptions (one month supply)- \$15.00
- Mail order prescriptions (three month supply) \$1.00

Effective on July 1, 2010, the City shall place newly hired employees who are eligible for Health Insurance into the Cigna HMO plan until the next open enrollment period following the employee's one year anniversary, at which time, these employees may elect to remain in Cigna HMO or elect to change to Cigna POS.

16.2 It is agreed by all parties concerned that the City reserves and shall have the right to change insurance carriers provided that the benefits are not decreased and the percentage costs to bargaining unit members do not increase.

16.4 Effective July 1, 2010, the City shall provide all bargaining unit members a Northeast Delta Dental plan equivalent to other City employees having such a benefit. The City shall pay eight-five (85.0%) percent of each monthly premium for the entire year for the coverage selected by each employee. The City agrees to provide coverage under Delta Dental Insurance Plan Coverage A, B, and C as set forth in Appendix E attached hereto and made part of this Agreement. The City shall pay an amount not to exceed eighty-five percent (85.0%). Effective July 1, 2007, the total yearly maximum will be \$1,500.00.

16.5 Effective on July 1, 2010, the City will pay one thousand five hundred dollars (\$1,500.00) to any bargaining unit member who terminates his/her existing health insurance coverage under the City's or School Districts' plans and who also provides satisfactory evidence that he/she has valid alternative health insurance coverage elsewhere. This amount shall be paid annually as long as a bargaining unit member who previously terminated health insurance coverage declines to reenroll.

16.6 Bargaining unit members shall be entitled to full participation in the City's Employee Assistance Program (EAP). The parties agree that if the EAP is terminated by the City, this benefit will lapse.

ARTICLE SEVENTEEN

Vacation

17.1 All bargaining unit members shall be entitled to vacation leave with pay in accordance with the following schedule:

- a. Accrual rate for two (2) calendar weeks begins on date of hire.
- b. Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- c. Accrual rate for four (4) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- d. Accrual rate of (5) calendar weeks begins at the beginning of twenty (20) years of continuous service.

17.2 Vacation credits shall accrue during the first six (6) working months of employment, but an employee shall not be eligible to use such vacation credits until the successful completion of his/her six (6) month probationary period. If an employee leaves or is terminated for any cause during his/her probationary period, he/she shall not have earned any vacation credits and shall not be eligible for payment for any vacation credits. Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent status, without break in service as determined

by the Human Resources Department, shall be allowed credit for the time served in temporary status towards accrual of vacation benefits.

17.3 Vacation pay shall be based upon the employee's regular daily rate of pay. Upon termination, permanent employees shall be paid for all unused vacation time based upon their then current rate of pay.

17.4 No employees shall be permitted to accrue in excess of two (2) times his/her annual vacation ; i.e. employees who earn ten (10) days of vacation per year shall have not more the twenty (20) days earned vacation to their credit at any one time.

17.5 Absence on account of sickness, injury or disability in excess of leave authorized in other articles may, at the request of the employee and within the discretion of the Welfare Commissioner, be charged against earned vacation leave allowance.

17.6 In the event that a paid legal holiday as prescribed in Article 18 falls during the week an employee is on vacation, such holiday shall not be charged against the vacation time.

The right to take vacation shall not be unreasonably withheld, however, the Welfare Commissioner shall determine the number of employees allowed to take vacation in any one (1) week. Employees may request to use of vacation time in increments of one (1) hour or more.

ARTICLE EIGHTEEN

Holidays

18.1 Permanent full-time employees shall receive their regular compensation for the following named holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Biennial Election Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

18.2 If a holiday falls on a Sunday and is celebrated on the following Monday or if a holiday falls on a Saturday and is celebrated on the previous Friday, all eligible employees will be paid for that day.

18.3 Any employee shall forfeit his/her right to payment of any holiday if he/she has any unexcused absence on the last day preceding such holiday (or the alternative day under section 2, above) or the next regular work day following such holiday (or such alternative day).

18.4 Eligible employees who are required to work on a holiday (or the alternative day under section 2, above) when the holiday falls on a scheduled day off shall be allowed to take another day off during the same work week, all subject to the operational needs of the Welfare Department.

ARTICLE NINETEEN

Bereavement Leave

19.1 Bereavement leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted to bargaining unit members in the event of the death of their spouse, father, mother, grandmother, grandfather, sister, brother, child, father-in-law, mother-in-law, daughter-in law, son-in-law or a blood relative or ward residing in the same household.

19.2 Under extenuating circumstances, two (2) additional days with pay may be granted under section 1, with the written approval of the Welfare Commissioner; such days to be charged to the bargaining unit member's accrued sick leave.

19.3 At the request of the bargaining unit member, a special leave of one (1) working day with pay, for the purpose of attending the funeral shall be granted the bargaining unit member in the event of the death of his/her grandchild, sister-in-law, brother-in-law, aunt, uncle, great grandparents or an ex-spouse provided there are minor children at the time of the death.

19.3 Under no circumstances shall bereavement leave be paid on an overtime basis.

ARTICLE TWENTY

Jury Duty/Special Leave

20.1 Any bargaining unit member who is called for jury duty shall notify the Welfare Commissioner or his/her designee within five (5) workdays after being summoned to appear for jury duty. Notification to the Welfare Commissioner must be made in advance of the jury duty assignment with supporting documentation. Upon proper notification, the employee called will be paid the difference between the fee received for jury duty and the amount of straight time earnings lost by reason of the jury duty. Satisfactory evidence of actual jury duty must be submitted to the Welfare Commissioner.

Bargaining unit members whole excused from jury duty for a day or days shall be responsible to report to their assignment. Employees, serving as jurors in the courts of Rockingham, Merrimack or Hillsborough Counties shall, if there are more than two (2) hours remaining in the nominal work day, be responsible to report to their work site as soon as possible after being released. Failure to report will disqualify the employee from the City's Jury Duty Leave payment. In this case, the employee will retain the daily stipend paid by the Court in which the employee serves as a juror.

ARTICLE TWENTY (B)

Leaves of Absence

A. In addition to other leaves authorized by this Agreement, the Welfare Commissioner, may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed ninety (90) days in a rotating year.

B. The Board of Mayor and Aldermen may authorize special leaves of absence with or without pay for any period or periods not exceed one calendar year for the following purposes: Attendance at college, university or business school for the purpose of training in subjects relating to the work of the employee and which will benefit the employee and the Welfare Department, urgent personal business requiring the employee's attention for an extended period, such as settling estates, liquidation of business, attending court as a witness, and for purposes other than the above that are deemed beneficial to the city service.

C. MILITARY LEAVE

Military leave shall be governed by applicable State and Federal law.

D. MATERNITY LEAVE

Maternity leave shall be governed by applicable law.

ARTICLE TWENTY-ONE

Education Incentive Reimbursement

21.1 Effective July 1, 2010, the following education incentive reimbursement provisions will apply to bargaining unit members.

21.2 The City agrees to provide reimbursement to bargaining unit members who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards: Payment of seventy-five percent (75%) of the cost of such courses but not to exceed \$2,000.00 per employee per fiscal year. Such payments will be made from the non-affiliated employee fund and they will cease when the fund is exhausted.

21.3 All courses must be approved in advance by the Welfare Commissioner, as meeting the requirement that the course is related to the bargaining unit members job or is part of a career development program. Approval must be obtained through the Human Resources Department for payment of the course, under its procedures.

21.4 Once a course has been approved, an advance will be made to the bargaining unit member of one-half (1/2) of the authorized seventy-five percent (75%) of the cost of the course tuition and books. The remainder of the reimbursement will be paid to the bargaining unit member upon presentation of a certification of the satisfactory completion of the course.

21.5 Approval for courses will be considered on the basis of relevancy of the course, the number of bargaining unit members applying and the funds available.

21.6 If a course is paid for in whole or in part through a State or Federal program then the City will not reimburse for such amount, it being the intent of these provisions to preclude double payment for any course.

ARTICLE TWENTY-TWO

Layoffs

22.1 In the event of a layoff, the Manchester Welfare Commissioner reserves the sole right to determine which classification(s) shall be affected. Employees shall be laid off in the inverse order of their classification seniority, i.e., the employee with the least time in the affected classification shall be laid off first.

No employee shall have the right to replace another employee in any classification by virtue of Department Seniority alone, except that, in the event of a permanent lack of work in any classification, employees affected in that classification shall be assigned to the next lower classification for which they are qualified provided they have more Department Seniority than an incumbent in the lower classification.

Displaced employees in the lower classification shall have the same rights of reassignment.

22.2 In the event of a layoff, the Welfare Commissioner shall give written notice to the employee(s) affected at least fourteen (14) calendar days prior to the effective date of the layoff.

In layoffs associated with the contracting or subcontracting of work, the City and/or Department will provide as much advance notice of the impending layoff as is reasonably possible.

ARTICLE TWENTY-THREE

Dues Deduction

23.1 Effective on the date of ratification, the City agrees to authorize the deduction of Union dues from each bargaining unit member who has signed an authorization card and to remit same to Teamsters Local No. 633 of New Hampshire on a monthly basis.

23.2 If any bargaining unit member has no check coming to him/her, or if his/her check is not large enough to satisfy the dues then no deduction will be made. In no event will the City be required to deduct fines or assessments beyond the regular monthly dues.

23.3 The City and the Welfare Department and all of their employees and agents

shall be held harmless in any dispute whatsoever arising between the Union and the bargaining unit member(s) regarding the payment of Union dues.

23.4 The City will notify Teamsters Local 633 of New Hampshire in writing within ten (10) working days of the cancellation of Union dues deductions by a bargaining unit member who had previously signed an authorization card.

23.5 The City agrees to a D.R.I.V.E. check-off for bargaining unit members. Upon written authorization by the employee, the City shall deduct the amount specified by the employee on a weekly basis and shall remit same to the Granite State Teamsters' D.R.I.V.E. account. The employee shall provide written authorization in the form required law.

ARTICLE TWENTY-FOUR Life Insurance

24.1 Effective on the date of ratification, the City will provide for a Life Insurance fund to provide for the payment of a death benefit of an amount equal to the bargaining unit member's last yearly base pay, but not to exceed \$50,000.00 to the named beneficiary or estate of any member of the bargaining unit who dies from any cause while employed by the City or within thirty (30) calendar days after resignation for health reasons.

24.2 The City reserves the right to contract with a qualified insurance carrier of its choosing to provide the benefits specified above.

ARTICLE TWENTY-FIVE Miscellaneous

- 1) SAFETY COMMITTEE: There shall be established a Safety Committee to work with the Commissioner on safety issues that pertain to the Welfare office and its staff

ARTICLE TWENTY-SIX Duration

Upon ratification by the respective parties, this Agreement shall be in effect, with effective dates for specific provisions as stated in the various Articles, through June 30, 2017, at which time it shall automatically expire.

Pursuant to RSA 273-A:3, II (a), if either party desires to bargain a successor agreement, it must give written notice to the other party no later than December 1, 2016 or the anniversary date thereof, such date being one hundred twenty (120) days prior to the budget submission date.

APPENDIX A

Grievance Foini

GRIEVANT _____ CLASSIFICATION _____

WORK LOCATION _____ SUPERVISOR _____ TITLE _____

STATEMENT OF GRIEVANCE:

STATE ALLEGED VIOLATION; DATE, TIME, PLACE, PERSONNEL INVOLVED,
CONTRACT ARTICLES/SECTIONS VIOLATED _____

STATE REMEDY REQUESTED _____

GRIEVANT'S SIGNATURE _____ DATE _____

I AUTHORIZE TEAMSTERS LOCAL No. 633 OF N.H. TO ACT AS MY REPRESENTATIVE IN
THE DISPOSITION OF THIS GRIEVANCE.

DATE _____ GRIEVANT'S SIGNATURE _____

DATE PRESENTED TO MANAGEMENT REPRESENTATIVE _____

MANAGEMENT REPRESENTATIVE'S SIGNATURE _____

DISPOSITION OF GRIEVANCE: _____

CC: _____

APPENDIX B

Employee Development Appeals Process

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any employees receiving a satisfactory performance evaluation shall not have the right to appeal or grieve their evaluation, their pay step or the supervisor's comments. In the event that there is a disagreement between the employee and his/her supervisor over the EDP goals, the employee, after discussing the disagreement with the Department Head or his/her designee may with the concurrence of the Union, file a grievance.

If the department head rules in the employee's favor, the employee shall receive his/her merit step as of their anniversary date of position. If the department head rules against the employee, the employee shall have the right to appeal the decision to the city-wide appeals committee.

Employees will have thirty (30) days from the date of denial by their department head to file an appeal with the Human Resources Director or their right to appeal shall be forfeited.

An appeals committee shall be comprised of the following representatives:

- Two union representatives appointed by the unions (with two alternates).

- One department head (with one alternate).

- One non-affiliated (with one alternate).

- An independent neutral party to act as tie breaker. This person to be selected through agreement between the City and the unions. If no decision can be reached, the neutral shall be appointed by the P.E.L.R.B. Any costs associated with the neutral party hearing appeals shall be borne half by the City and half proportionally split amongst the unions whose members are appealing. The unions shall not be responsible for any costs incurred in appeal hearings from non-affiliated employees.

- The Human Resources Director as non-voting chairman to provide staff resources.

- Members cannot sit in on appeals where the appellant is a member of the same department or union.

Terms of the members on this committee shall be staggered with two (2) year terms and members cannot serve more than two consecutive terms. Members must take at least one year off after serving two terms before being allowed to serve on the committee again. Alternates shall have no term limitations.

Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retro-active pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

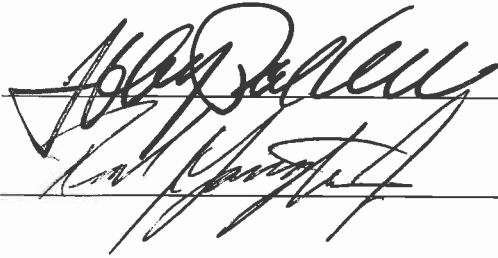
The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

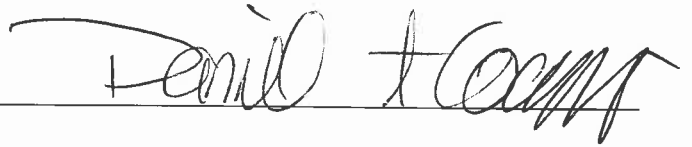
For Teamsters

Local 633

For City of

Manchester NH


Robert J. Kelly


Daniel H. Camp

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016														
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	2016 STEP AL1	
GRADE 1	Ex	14,609.11	15,047.41	15,498.80	15,963.79	16,442.71	16,935.98	17,444.07	17,967.38	18,506.40	19,061.59	19,633.46	20,222.47	20,829.14	21,454.00
	H	7.10	7.30	7.52	7.77	7.99	8.21	8.47	8.73	8.99	9.26	9.53	9.83	10.13	10.42
	O	10.650	10.950	11.280	11.655	11.985	12.315	12.705	13.095	13.485	13.890	14.295	14.745	15.195	15.630
GRADE 1A	Ex	15,120.45	15,574.07	16,041.25	16,522.53	17,018.19	17,528.72	18,054.62	18,596.25	19,154.15	19,728.75	20,320.62	20,930.25	21,558.14	22,204.88
	H	7.27	7.48	7.72	7.95	8.19	8.42	8.69	8.96	9.20	9.47	9.77	10.08	10.36	10.69
	O	10.905	11.220	11.580	11.925	12.285	12.630	13.035	13.440	13.800	14.205	14.655	15.120	15.540	16.035
GRADE 2	Ex	15,631.76	16,100.70	16,583.76	17,081.26	17,593.71	18,121.52	18,665.12	19,225.08	19,801.86	20,395.90	21,007.79	21,638.02	22,287.17	22,955.77
	H	7.49	7.76	7.97	8.21	8.46	8.72	9.00	9.26	9.53	9.83	10.13	10.42	10.74	11.05
	O	11.235	11.640	11.955	12.315	12.690	13.080	13.500	13.890	14.295	14.745	15.195	15.630	16.110	16.575
GRADE 2A	Ex	16,178.88	16,664.25	17,164.17	17,679.09	18,209.47	18,755.73	19,318.41	19,897.98	20,494.93	21,109.75	21,743.06	22,395.36	23,067.23	23,759.22
	H	7.81	8.02	8.26	8.50	8.77	9.03	9.29	9.56	9.86	10.16	10.45	10.79	11.10	11.42
	O	11.715	12.030	12.390	12.750	13.155	13.545	13.935	14.340	14.790	15.240	15.675	16.185	16.650	17.130
GRADE 3	Ex	16,725.98	17,227.75	17,744.61	18,276.96	18,825.24	19,390.00	19,971.71	20,570.87	21,188.01	21,823.63	22,478.35	23,152.67	23,847.26	24,562.67
	H	8.05	8.28	8.53	8.81	9.06	9.33	9.60	9.90	10.20	10.48	10.83	11.15	11.47	11.80
	O	12.075	12.420	12.795	13.215	13.590	13.995	14.400	14.850	15.300	15.720	16.245	16.725	17.205	17.700
GRADE 3A	Ex	17,311.39	17,830.73	18,365.68	18,916.64	19,484.15	20,068.64	20,670.71	21,290.83	21,929.57	22,587.46	23,265.09	23,963.04	24,681.92	25,422.36
	H	8.31	8.56	8.84	9.10	9.37	9.65	9.96	10.25	10.53	10.88	11.20	11.53	11.90	12.24
	O	12.465	12.840	13.260	13.650	14.055	14.475	14.940	15.375	15.795	16.320	16.800	17.295	17.850	18.360
GRADE 4	Ex	17,896.80	18,433.72	18,986.72	19,556.32	20,143.01	20,747.29	21,369.74	22,010.80	22,671.14	23,351.28	24,051.82	24,773.36	25,516.58	26,282.07
	H	8.62	8.90	9.14	9.42	9.70	10.00	10.29	10.57	10.92	11.26	11.57	11.95	12.29	12.65
	O	12.930	13.350	13.710	14.130	14.550	15.000	15.435	15.855	16.380	16.890	17.355	17.925	18.435	18.975
GRADE 4A	Ex	18,523.21	19,078.88	19,651.27	20,240.81	20,848.04	21,473.47	22,117.67	22,781.18	23,464.64	24,168.56	24,893.60	25,640.43	26,409.65	27,201.97
	H	8.91	9.18	9.45	9.73	10.05	10.32	10.65	10.96	11.30	11.64	11.99	12.35	12.70	13.10
	O	13.365	13.770	14.175	14.595	15.075	15.480	15.975	16.440	16.950	17.460	17.985	18.525	19.050	19.650
GRADE 5	Ex	19,149.58	19,724.05	20,315.81	20,925.27	21,553.02	22,199.63	22,865.60	23,551.59	24,258.13	24,985.85	25,735.44	26,507.50	27,302.74	28,121.82
	H	9.22	9.48	9.77	10.08	10.36	10.69	11.00	11.33	11.67	12.02	12.38	12.74	13.14	13.51
	O	13.830	14.220	14.655	15.120	15.540	16.035	16.500	16.995	17.505	18.030	18.570	19.110	19.710	20.265
GRADE 5A	Ex	19,819.82	20,414.40	21,026.84	21,657.66	22,307.38	22,976.60	23,665.92	24,375.89	25,107.16	25,860.37	26,636.19	27,435.26	28,258.33	29,106.09
	H	9.52	9.84	10.14	10.43	10.76	11.08	11.40	11.74	12.10	12.47	12.84	13.22	13.61	14.03
	O	14.280	14.760	15.210	15.645	16.140	16.620	17.100	17.610	18.150	18.705	19.260	19.830	20.415	21.045
GRADE 6	Ex	20,490.04	21,104.75	21,737.90	22,390.03	23,061.72	23,753.59	24,466.22	25,200.21	25,956.19	26,734.89	27,536.92	28,363.04	29,213.91	30,090.32
	H	9.87	10.18	10.46	10.80	11.11	11.43	11.77	12.13	12.50	12.87	13.25	13.67	14.06	14.47
	O	14.805	15.270	15.690	16.200	16.665	17.145	17.655	18.195	18.750	19.305	19.875	20.505	21.090	21.705
GRADE 6A	Ex	21,207.21	21,843.43	22,498.72	23,173.68	23,868.92	24,584.97	25,322.53	26,082.19	26,864.64	27,670.60	28,500.74	29,355.73	30,236.41	31,143.52
	H	10.20	10.49	10.84	11.16	11.49	11.84	12.19	12.55	12.94	13.31	13.73	14.12	14.54	15.01
	O	15.300	15.735	16.260	16.740	17.235	17.760	18.285	18.825	19.410	19.965	20.595	21.180	21.810	22.515

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8		STEP 9		STEP 10		STEP 11		STEP 12		STEP 13		STEP 14	
GRADE 7	Ex	21,924.36	22,582.10	23,259.56	23,957.35	24,676.06	25,415.98	26,178.84	26,964.18	27,773.12	28,606.32	29,464.51	30,348.44	31,258.88	32,196.67														
(6E0)	H	10.52	10.87	11.20	11.53	11.89	12.24	12.59	12.98	13.35	13.79	14.19	14.61	15.06	15.49														
	O	15.780	16.305	16.800	17.295	17.835	18.360	18.885	19.470	20.025	20.685	21.285	21.915	22.590	23.235														
GRADE 7A	Ex	22,691.72	23,372.48	24,073.64	24,795.84	25,539.72	26,305.89	27,095.11	27,907.94	28,745.19	29,607.53	30,495.77	31,410.67	32,352.96	33,323.56														
(6EA)	H	10.91	11.26	11.57	11.95	12.30	12.66	13.06	13.43	13.84	14.26	14.68	15.12	15.55	16.03														
	O	16.365	16.890	17.355	17.925	18.450	18.990	19.590	20.145	20.760	21.390	22.020	22.680	23.325	24.045														
GRADE 8	Ex	23,459.08	24,162.84	24,887.73	25,634.36	26,403.40	27,195.50	28,011.35	28,851.70	29,717.25	30,608.78	31,527.01	32,472.86	33,447.01	34,450.43														
(6F0)	H	11.29	11.63	11.98	12.34	12.69	13.09	13.47	13.88	14.30	14.73	15.18	15.60	16.11	16.57														
	O	16.935	17.445	17.970	18.510	19.035	19.635	20.205	20.820	21.450	22.095	22.770	23.400	24.165	24.855														
GRADE 8A	Ex	24,280.12	25,008.55	25,758.79	26,531.56	27,327.51	28,147.35	28,991.74	29,861.51	30,757.35	31,680.06	32,630.48	33,609.39	34,617.70	35,656.21														
(6FA)	H	11.66	12.01	12.38	12.74	13.15	13.52	13.95	14.36	14.80	15.24	15.69	16.18	16.64	17.18														
	O	17.490	18.015	18.570	19.110	19.725	20.280	20.925	21.540	22.200	22.860	23.535	24.270	24.960	25.770														
GRADE 9	Ex	25,101.22	25,854.26	26,629.88	27,428.76	28,251.64	29,099.16	29,972.14	30,871.31	31,797.46	32,751.38	33,733.91	34,745.94	35,788.31	36,861.96														
(6G0)	H	12.07	12.46	12.83	13.21	13.60	14.02	14.43	14.88	15.33	15.80	16.27	16.75	17.26	17.76														
	O	18.105	18.690	19.245	19.815	20.400	21.030	21.645	22.320	22.995	23.700	24.405	25.125	25.890	26.640														
GRADE 9A	Ex	25,979.77	26,759.13	27,561.92	28,388.76	29,240.43	30,117.63	31,021.20	31,951.81	32,910.36	33,897.68	34,914.60	35,962.05	37,040.92	38,152.09														
(6GA)	H	12.50	12.87	13.25	13.67	14.06	14.47	14.95	15.38	15.86	16.31	16.80	17.32	17.81	18.36														
	O	18.750	19.305	19.875	20.505	21.090	21.705	22.425	23.070	23.790	24.465	25.200	25.980	26.715	27.540														
GRADE 10	Ex	26,858.27	27,664.05	28,493.95	29,348.80	30,229.23	31,136.14	32,070.20	33,032.32	34,023.29	35,043.96	36,095.30	37,178.17	38,293.48	39,442.29														
(6H0)	H	12.92	13.28	13.70	14.10	14.51	14.99	15.43	15.91	16.36	16.85	17.36	17.86	18.42	18.97														
	O	19.380	19.920	20.550	21.150	21.765	22.485	23.145	23.865	24.540	25.275	26.040	26.790	27.630	28.455														
GRADE 10A	Ex	27,798.33	28,632.28	29,491.24	30,375.99	31,287.26	32,225.88	33,192.65	34,188.46	35,214.09	36,270.51	37,358.65	38,479.38	39,633.76	40,822.76														
(6HA)	H	13.35	13.80	14.20	14.62	15.07	15.50	15.98	16.43	16.93	17.43	17.98	18.51	19.07	19.62														
	O	20.025	20.700	21.300	21.930	22.605	23.250	23.970	24.645	25.395	26.145	26.970	27.765	28.605	29.430														
GRADE 11	Ex	28,738.36	29,600.50	30,488.54	31,403.18	32,345.29	33,315.65	34,315.13	35,344.56	36,404.88	37,497.03	38,621.97	39,780.65	40,974.03	42,203.27														
(6I0)	H	13.84	14.24	14.67	15.11	15.54	16.03	16.51	17.01	17.49	18.05	18.57	19.14	19.72	20.30														
	O	20.760	21.360	22.005	22.665	23.310	24.045	24.765	25.515	26.235	27.075	27.855	28.710	29.580	30.450														
GRADE 11A	Ex	29,744.19	30,636.55	31,555.62	32,502.29	33,477.38	34,481.68	35,516.15	36,581.62	37,679.05	38,809.46	39,973.72	41,172.94	42,408.12	43,680.37														
(6IA)	H	14.31	14.74	15.19	15.62	16.13	16.59	17.12	17.62	18.16	18.69	19.25	19.83	20.42	21.04														
	O	21.465	22.110	22.785	23.430	24.195	24.885	25.680	26.430	27.240	28.035	28.875	29.745	30.630	31.560														
GRADE 12	Ex	30,750.06	31,672.52	32,622.71	33,601.39	34,609.47	35,647.73	36,717.17	37,818.65	38,953.25	40,121.86	41,325.48	42,565.26	43,842.22	45,157.47														
(6J0)	H	14.78	15.23	15.68	16.17	16.63	17.16	17.66	18.21	18.74	19.30	19.87	20.46	21.10	21.74														
	O	22.170	22.845	23.520	24.255	24.945	25.740	26.490	27.315	28.110	28.950	29.805	30.690	31.650	32.610														
GRADE 12A	Ex	31,826.29	32,781.13	33,764.55	34,777.45	35,820.75	36,895.40	38,002.25	39,142.32	40,316.58	41,526.11	42,771.91	44,055.04	45,376.71	46,737.98														
(6JA)	H	15.30	15.76	16.24	16.73	17.24	17.74	18.28	18.84	19.40	19.98	20.59	21.20	21.83	22.48														
	O	22.950	23.640	24.360	25.095	25.860	26.610	27.420	28.260	29.100	29.970	30.885	31.800	32.745	33.720														

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
GRADE 13 Ex (6K0)	32,902.54 15.85 23.775	33,889.65 16.30 24.450	34,906.34 16.78 25.170	35,953.50 17.31 25.965	37,032.10 17.80 26.700	38,143.08 18.35 27.525	39,287.36 18.91 28.365	40,465.98 19.48 29.220	41,679.95 20.04 30.060	42,930.37 20.66 30.990	44,218.32 21.27 31.905	45,544.81 21.92 32.880	46,911.21 22.56 33.840	48,318.50 23.26 34.890
GRADE 13A Ex (6KA)	34,054.15 16.36 24.540	35,075.76 16.86 25.290	36,128.06 17.38 26.070	37,211.88 17.89 26.835	38,328.24 18.44 27.660	39,478.09 18.99 28.485	40,662.42 19.56 29.340	41,882.31 20.15 30.225	43,138.77 20.75 31.125	44,432.93 21.38 32.070	45,765.91 22.02 33.030	47,138.93 22.66 33.990	48,553.05 23.36 35.040	50,009.67 24.08 36.120
GRADE 14 Ex (6L0)	35,205.75 16.91 25.365	36,261.92 17.43 26.145	37,349.77 17.98 26.970	38,470.25 18.50 27.750	39,624.36 19.04 28.560	40,813.09 19.61 29.415	42,037.49 20.23 30.345	43,298.63 20.81 31.215	44,597.58 21.45 32.175	45,935.51 22.09 33.135	47,313.53 22.77 34.155	48,732.97 23.45 35.175	50,194.97 24.16 36.240	51,700.81 24.87 37.305
GRADE 14A Ex (6LA)	36,437.94 17.49 26.235	37,531.07 18.06 27.090	38,657.00 18.58 27.870	39,816.70 19.15 28.725	41,011.22 19.73 29.595	42,241.52 20.32 30.480	43,508.81 20.93 31.395	44,814.08 21.54 32.310	46,158.49 22.20 33.300	47,543.25 22.87 34.305	48,969.54 23.55 35.325	50,438.62 24.26 36.390	51,951.75 24.97 37.455	53,510.36 25.72 38.580
GRADE 15 Ex (6M0)	37,670.13 18.12 27.180	38,800.25 18.64 27.960	39,964.26 19.21 28.815	41,163.19 19.81 29.715	42,398.07 20.40 30.600	43,670.03 21.02 31.530	44,980.12 21.64 32.460	46,329.54 22.28 33.420	47,719.41 22.96 34.440	49,150.99 23.64 35.460	50,625.51 24.35 36.525	52,144.28 25.07 37.605	53,708.59 25.83 38.745	55,319.87 26.61 39.915
GRADE 15A Ex (6MA)	38,988.59 18.76 28.140	40,158.25 19.31 28.965	41,362.98 19.90 29.850	42,603.89 20.50 30.750	43,882.00 21.14 31.710	45,198.46 21.77 32.655	46,554.42 22.41 33.615	47,951.06 23.08 34.620	49,389.59 23.75 35.625	50,871.27 24.47 36.705	52,397.41 25.22 37.830	53,969.33 25.96 38.940	55,588.40 26.74 40.110	57,256.06 27.55 41.325
GRADE 16 Ex (6N0)	40,307.06 19.39 29.085	41,516.25 19.97 29.955	42,761.74 20.59 30.885	44,044.57 21.20 31.800	45,365.94 21.83 32.745	46,726.90 22.48 33.720	48,128.71 23.15 34.725	49,572.59 23.83 35.745	51,059.75 24.57 36.855	52,591.56 25.32 37.980	54,169.30 26.07 39.105	55,794.37 26.85 40.275	57,468.20 27.65 41.475	59,192.23 28.46 42.690
GRADE 16A Ex (6NA)	41,717.80 20.04 30.060	42,969.33 20.66 30.990	44,258.40 21.27 31.905	45,586.19 21.92 32.880	46,953.74 22.58 33.870	48,362.35 23.28 34.920	49,813.24 24.00 36.000	51,307.62 24.69 37.035	52,846.87 25.44 38.160	54,432.25 26.18 39.270	56,065.23 26.99 40.485	57,747.16 27.81 41.715	59,479.59 28.64 42.960	61,263.96 29.50 44.250
GRADE 17 Ex (6O0)	43,128.55 20.74 31.110	44,422.41 21.37 32.055	45,755.07 22.01 33.015	47,127.72 22.65 33.975	48,541.55 23.35 35.025	49,997.81 24.07 36.105	51,497.72 24.78 37.170	53,042.69 25.51 38.265	54,633.93 26.29 39.435	56,272.95 27.08 40.620	57,961.13 27.87 41.805	59,699.98 28.70 43.050	61,490.97 29.56 44.340	63,335.71 30.46 45.690
GRADE 17A Ex (6OA)	44,638.06 21.46 32.190	45,977.17 22.10 33.150	47,356.50 22.78 34.170	48,777.19 23.46 35.190	50,240.49 24.17 36.255	51,747.71 24.88 37.320	53,300.15 25.62 38.430	54,899.15 26.41 39.615	56,546.13 27.18 40.770	58,242.53 27.99 41.985	59,989.78 28.87 43.305	61,789.47 29.71 44.565	63,643.15 30.60 45.900	65,552.46 31.55 47.325
GRADE 18 Ex (6P0)	46,147.53 22.19 33.285	47,531.95 22.86 34.290	48,957.91 23.53 35.295	50,426.66 24.24 36.360	51,939.46 24.96 37.440	53,497.65 25.71 38.565	55,102.58 26.51 39.765	56,755.65 27.29 40.935	58,458.32 28.13 42.195	60,212.06 28.99 43.485	62,018.41 29.86 44.790	63,878.98 30.75 46.125	65,795.33 31.66 47.490	67,769.20 32.62 48.930
GRADE 18A Ex (6PA)	47,762.71 22.97 34.455	49,195.56 23.65 35.475	50,671.45 24.36 36.540	52,191.61 25.09 37.635	53,757.32 25.85 38.775	55,370.06 26.63 39.945	57,031.14 27.43 41.145	58,742.11 28.26 42.390	60,504.37 29.10 43.650	62,319.48 29.96 44.940	64,189.08 30.86 46.290	66,114.74 31.76 47.640	68,098.18 32.76 49.140	70,141.14 33.73 50.595

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP AL1
GRADE 19 Ex (6Q0) H O	49,377.87 23.74 35,610	50,859.21 24.45 36,675	52,384.97 25.20 37,800	53,956.52 25.94 38,910	55,575.22 26.71 40,065	57,242.50 27.54 41,310	58,959.76 28.37 42,555	60,728.55 29.20 43,800	62,550.41 30.10 45,150	64,426.89 30.98 46,470	66,359.72 31.94 47,910	68,350.52 32.88 49,320	70,401.03 33.87 50,805	72,513.04 34.90 52,350
GRADE 19A Ex (6QA) H O	51,106.08 24.59 36,885	52,639.27 25.35 38,025	54,218.44 26.09 39,135	55,845.00 26.87 40,305	57,520.36 27.68 41,520	59,245.98 28.49 42,735	61,023.32 29.34 44,010	62,854.07 30.24 45,360	64,739.67 31.16 46,740	66,681.85 32.09 48,135	68,682.30 33.03 49,545	70,742.78 34.03 51,045	72,865.06 35.06 52,590	75,051.00 36.12 54,180
GRADE 20 Ex (6RO) H O	52,834.30 25.41 38,115	54,419.31 26.15 39,225	56,051.89 26.95 40,425	57,733.49 27.79 41,685	59,465.49 28.62 42,930	61,249.45 29.48 44,220	63,086.94 30.35 45,525	64,979.55 31.28 46,920	66,928.92 32.20 48,300	68,936.78 33.18 49,770	71,004.90 34.16 51,240	73,135.03 35.17 52,755	75,329.10 36.25 54,375	77,588.98 37.34 56,010
GRADE 20A Ex (6RA) H O	54,683.51 26.32 39,480	56,324.01 27.11 40,665	58,013.75 27.90 41,850	59,754.17 28.73 43,095	61,546.78 29.59 44,385	63,393.19 30.49 45,735	65,294.95 31.41 47,115	67,253.81 32.36 48,540	69,271.44 33.34 50,010	71,349.56 34.32 51,480	73,490.07 35.35 53,025	75,694.77 36.41 54,615	77,965.59 37.50 56,250	80,304.57 38.62 57,930
GRADE 21 Ex (6S0) H O	56,532.70 27.17 40,755	58,228.67 27.99 41,985	59,975.56 28.86 43,290	61,774.83 29.70 44,550	63,628.05 30.59 45,885	65,536.92 31.54 47,310	67,503.01 32.48 48,720	69,528.09 33.44 50,160	71,613.94 34.46 51,690	73,762.36 35.47 53,205	75,975.25 36.52 54,780	78,254.49 37.63 56,445	80,602.15 38.77 58,155	83,020.19 39.94 59,910
GRADE 21A Ex (6SA) H O	58,511.35 28.15 42,225	60,266.70 29.01 43,515	62,074.71 29.88 44,820	63,936.94 30.77 46,155	65,855.04 31.68 47,520	67,830.70 32.65 48,975	69,865.60 33.63 50,445	71,961.60 34.63 51,945	74,120.44 35.68 53,520	76,344.06 36.75 55,125	78,634.37 37.84 56,760	80,993.42 38.98 58,470	83,423.18 40.15 60,225	85,925.90 41.36 62,040
GRADE 22 Ex (6T0) H O	60,490.00 29.09 43,635	62,304.68 29.95 44,925	64,173.81 30.85 46,275	66,099.07 31.75 47,625	68,082.03 32.75 49,125	70,124.51 33.72 50,580	72,228.22 34.71 52,065	74,395.06 35.78 53,670	76,626.91 36.84 55,260	78,925.73 37.98 56,970	81,293.50 39.10 58,650	83,732.31 40.27 60,405	86,244.26 41.49 62,235	88,831.58 42.72 64,080
GRADE 22A Ex (6TA) H O	62,607.15 30.12 45,180	64,485.37 31.00 46,500	66,419.94 31.96 47,940	68,412.51 32.90 49,350	70,464.90 33.89 50,835	72,578.85 34.94 52,410	74,756.23 35.94 53,910	76,998.88 37.04 55,560	79,308.87 38.13 57,195	81,688.13 39.29 58,935	84,138.79 40.45 60,675	86,662.95 41.66 62,490	89,262.83 42.94 64,410	91,940.73 44.21 66,315
GRADE 23 Ex (6U0) H O	64,724.29 31.09 46,635	66,666.02 32.07 48,105	68,666.03 33.01 49,515	70,725.97 34.01 51,015	72,847.79 35.04 52,560	75,033.18 36.09 54,135	77,284.19 37.17 55,755	79,602.74 38.27 57,405	81,990.80 39.43 59,145	84,450.54 40.60 60,900	86,984.05 41.82 62,730	89,593.57 43.07 64,605	92,281.37 44.39 66,585	95,049.81 45.69 68,535
GRADE 23A Ex (6UA) H O	66,989.64 32.20 48,300	68,999.35 33.18 49,770	71,069.32 34.16 51,240	73,201.40 35.18 52,770	75,397.44 36.27 54,405	77,659.38 37.35 56,025	79,989.14 38.47 57,705	82,388.81 39.62 59,430	84,860.49 40.81 61,215	87,406.30 42.02 63,030	90,028.49 43.28 64,920	92,729.33 44.59 66,885	95,511.21 45.93 68,895	98,376.56 47.31 70,965
GRADE 24 Ex (6V0) H O	69,254.99 33.30 49,950	71,332.64 34.29 51,435	73,472.65 35.33 52,995	75,676.83 36.38 54,570	77,947.11 37.48 56,220	80,285.54 38.60 57,900	82,694.07 39.76 59,640	85,174.92 40.97 61,455	87,730.18 42.19 63,285	90,362.09 43.44 65,160	93,072.92 44.74 67,110	95,865.11 46.12 69,180	98,741.07 47.49 71,235	101,703.30 48.91 73,365
GRADE 24A Ex (6VA) H O	71,678.94 34.47 51,705	73,829.31 35.49 53,235	76,044.18 36.54 54,810	78,325.50 37.65 56,475	80,675.28 38.79 58,185	83,095.52 39.96 59,940	85,588.39 41.14 61,710	88,156.02 42.38 63,570	90,800.72 43.66 65,490	93,524.73 44.98 67,470	96,330.46 46.32 69,480	99,220.40 47.70 71,550	102,197.00 49.13 73,695	105,262.92 50.61 75,915

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	2016	
GRADE 25 (6W0)	Ex	74,102.86	76,325.93	78,615.71	80,974.18	83,403.42	85,905.55	88,482.68	91,137.15	93,871.31	96,687.41	99,588.04	102,575.69	105,652.96	2016
	H	35.63	36.70	37.78	38.94	40.10	41.30	42.56	43.83	45.14	46.49	47.88	49.31	50.79	STEP AL1
	O	53.445	55.050	56.670	58.410	60.150	61.950	63.840	65.745	67.710	69.735	71.820	73.965	76.185	78.495
GRADE 25A (6WA)	Ex	76,696.46	78,997.36	81,367.24	83,808.30	86,322.55	88,912.19	91,579.58	94,326.96	97,156.79	100,071.49	103,073.64	106,165.84	109,350.81	112,631.32
	H	36.88	38.00	39.13	40.30	41.51	42.76	44.05	45.36	46.73	48.13	49.58	51.07	52.58	54.17
	O	55.320	57.000	58.695	60.450	62.265	64.140	66.075	68.040	70.095	72.195	74.370	76.605	78.870	81.255
GRADE 26 (6X0)	Ex	79,290.05	81,668.76	84,118.82	86,642.37	89,241.63	91,918.92	94,676.47	97,516.77	100,442.26	103,455.54	106,559.19	109,755.98	113,048.63	116,440.11
	H	38.13	39.29	40.45	41.66	42.93	44.20	45.53	46.88	48.30	49.75	51.23	52.77	54.36	55.97
	O	57.195	58.935	60.675	62.490	64.395	66.300	68.295	70.320	72.450	74.625	76.845	79.155	81.540	83.955
GRADE 26A (6XA)	Ex	82,065.22	84,527.17	87,062.99	89,674.88	92,365.11	95,187.57	97,990.14	100,929.86	103,957.74	107,076.47	110,288.77	113,597.41	117,005.37	120,515.52
	H	39.46	40.65	41.87	43.13	44.43	45.73	47.13	48.55	50.00	51.50	53.03	54.64	56.28	57.95
	O	59.190	60.975	62.805	64.695	66.645	68.595	70.695	72.825	75.000	77.250	79.545	81.960	84.420	86.925
GRADE 27 (6Y0)	Ex	84,840.35	87,385.56	90,007.14	92,707.34	95,488.56	98,353.22	101,303.82	104,342.95	107,473.21	110,697.40	114,018.35	117,438.88	120,962.08	124,590.91
	H	40.80	42.01	43.27	44.58	45.92	47.30	48.69	50.17	51.67	53.24	54.82	56.47	58.17	59.92
	O	61.200	63.015	64.905	66.870	68.880	70.950	73.035	75.255	77.505	79.860	82.230	84.705	87.255	89.880
GRADE 27A (6YA)	Ex	87,809.76	90,444.05	93,157.39	95,952.10	98,830.66	101,795.59	104,849.43	107,994.93	111,234.79	114,571.82	118,008.97	121,549.25	125,195.72	128,951.62
	H	42.23	43.47	44.77	46.15	47.53	48.95	50.40	51.93	53.49	55.07	56.74	58.44	60.20	61.99
	O	63.345	65.205	67.155	69.225	71.295	73.425	75.600	77.895	80.235	82.605	85.110	87.660	90.300	92.985
GRADE 28 (6Z0)	Ex	90,779.17	93,502.56	96,307.61	99,196.89	102,172.78	105,237.97	108,395.08	111,646.94	114,996.34	118,446.24	121,999.63	125,659.62	129,429.42	133,312.28
	H	43.64	44.96	46.30	47.69	49.12	50.59	52.12	53.68	55.30	56.97	58.69	60.45	62.25	64.12
	O	65.460	67.440	69.450	71.535	73.680	75.885	78.180	80.520	82.950	85.455	88.035	90.675	93.375	96.180
GRADE 28A (6ZA)	Ex	93,956.45	96,775.13	99,678.38	102,668.77	105,748.82	108,921.29	112,188.91	115,554.59	119,021.23	122,591.86	126,269.59	130,057.73	133,959.45	137,978.22
	H	45.17	46.55	47.93	49.36	50.84	52.38	53.94	55.56	57.22	58.93	60.71	62.52	64.41	66.34
	O	67.755	69.825	71.895	74.040	76.260	78.570	80.910	83.340	85.830	88.395	91.065	93.780	96.615	99.510
GRADE 29 (600)	Ex	97,133.71	100,047.73	103,049.18	106,140.65	109,324.86	112,604.60	115,982.75	119,462.21	123,046.09	126,737.48	130,539.61	134,455.78	138,489.47	142,644.16
	H	46.72	48.12	49.56	51.06	52.57	54.16	55.79	57.46	59.20	60.96	62.80	64.65	66.61	68.60
	O	70.080	72.180	74.340	76.590	78.855	81.240	83.685	86.190	88.800	91.440	94.200	96.975	99.915	102,900
GRADE 29A (60A)	Ex	100,533.39	103,549.39	106,655.89	109,855.58	113,151.23	116,545.77	120,042.16	123,643.40	127,352.70	131,173.31	135,108.48	139,161.75	143,336.60	147,636.71
	H	48.33	49.79	51.28	52.82	54.42	56.04	57.74	59.47	61.25	63.07	64.98	66.92	68.93	70.99
	O	72.495	74.685	76.920	79.230	81.630	84.060	86.610	89.205	91.875	94.605	97.470	100.380	103.395	106.485
GRADE 30 (610)	Ex	103,933.05	107,051.08	110,262.60	113,570.50	116,977.58	120,486.92	124,101.53	127,824.58	131,659.31	135,609.11	139,677.36	143,867.69	148,183.71	152,629.25
	H	49.94	51.46	52.99	54.62	56.25	57.93	59.65	61.48	63.30	65.23	67.18	69.17	71.27	73.40
	O	74.910	77.190	79.485	81.930	84.375	86.895	89.475	92.220	94.950	97.845	100.770	103.755	106.905	110.100
GRADE 30A (61A)	Ex	107,570.72	110,797.87	114,121.79	117,545.46	121,071.83	124,703.97	128,445.08	132,298.45	136,267.40	140,355.42	144,566.08	148,903.06	153,370.15	157,971.25
	H	51.72	53.29	54.89	56.53	58.25	59.98	61.78	63.64	65.53	67.51	69.53	71.61	73.77	75.96
	O	77.580	79.935	82.335	84.795	87.375	89.970	92.670	95.460	98.295	101.265	104.295	107.415	110.655	113.940

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP AL1
GRADE 31 (620)	Ex 111,208.40	H 114,544.67	H 117,981.00	H 121,520.43	H 125,166.04	H 128,921.03	H 132,788.65	H 136,772.30	H 140,875.49	H 145,101.74	H 149,454.78	H 153,938.30	H 158,556.59	H 163,313.27
	O 80.220	O 82.590	O 85.080	O 87.630	O 90.255	O 92.955	O 95.745	O 98.625	O 101.580	O 104.655	O 107.820	O 111.045	O 114.345	O 117.795
GRADE 31A (62A)	Ex 115,100.70	H 118,553.71	H 122,110.31	H 125,773.63	H 129,546.83	H 133,433.24	H 137,436.22	H 141,559.33	H 145,806.10	H 150,180.31	H 154,685.69	H 159,326.28	H 164,106.08	H 169,029.26
	O 55.34	O 57.00	O 58.72	O 60.49	O 62.29	O 64.17	O 66.09	O 68.05	O 70.11	O 72.20	O 74.39	O 76.61	O 78.92	O 81.28
	O 83.010	O 85.500	O 88.080	O 90.735	O 93.435	O 96.255	O 99.135	O 102.075	O 105.165	O 108.300	O 111.585	O 114.915	O 118.380	O 121.920
GRADE 32 (630)	Ex 118,993.00	H 122,562.77	H 126,239.65	H 130,026.85	H 133,927.65	H 137,945.49	H 142,083.83	H 146,346.35	H 150,736.75	H 155,258.87	H 159,916.60	H 164,714.11	H 169,655.54	H 174,745.22
	O 57.20	O 58.91	O 60.70	O 62.51	O 64.40	O 66.33	O 68.32	O 70.37	O 72.48	O 74.64	O 76.89	O 79.21	O 81.57	O 84.04
	O 85.800	O 88.365	O 91.050	O 93.765	O 96.600	O 99.495	O 102.480	O 105.555	O 108.720	O 111.960	O 115.335	O 118.815	O 122.355	O 126.060
GRADE 32A (63A)	Ex 123,157.72	H 126,852.48	H 130,658.06	H 134,577.79	H 138,615.14	H 142,773.58	H 147,056.80	H 151,468.49	H 155,012.53	H 160,692.91	H 165,513.69	H 170,479.10	H 175,593.49	H 180,861.31
	O 59.22	O 61.00	O 62.85	O 64.71	O 66.65	O 68.66	O 70.73	O 72.82	O 75.02	O 77.27	O 79.59	O 81.97	O 84.44	O 86.98
	O 88.830	O 91.500	O 94.275	O 97.065	O 99.975	O 102.990	O 106.095	O 109.230	O 112.530	O 115.905	O 119.385	O 122.955	O 126.660	O 130.470
GRADE 33 (640)	Ex 127,322.48	H 131,142.18	H 135,076.44	H 139,128.71	H 143,302.59	H 147,601.65	H 152,029.71	H 156,590.58	H 161,288.31	H 166,126.95	H 171,110.81	H 176,244.08	H 181,531.45	H 186,977.37
	O 61.21	O 63.04	O 64.96	O 66.90	O 68.91	O 70.97	O 73.11	O 75.30	O 77.55	O 79.87	O 82.28	O 84.76	O 87.29	O 89.90
	O 91.815	O 94.560	O 97.440	O 100.350	O 103.365	O 106.455	O 109.665	O 112.950	O 116.325	O 119.805	O 123.420	O 127.140	O 130.935	O 134.850
GRADE 33A (64A)	Ex 131,778.77	H 135,732.15	H 139,804.12	H 143,998.24	H 148,318.19	H 152,767.72	H 157,350.73	H 162,071.25	H 166,933.41	H 171,941.44	H 177,099.66	H 182,412.66	H 187,885.04	H 193,521.58
	O 63.34	O 65.27	O 67.22	O 69.24	O 71.32	O 73.45	O 75.65	O 77.91	O 80.26	O 82.66	O 85.15	O 87.73	O 90.34	O 93.03
	O 95.010	O 97.905	O 100.830	O 103.860	O 106.980	O 110.175	O 113.475	O 116.865	O 120.390	O 123.990	O 127.725	O 131.595	O 135.510	O 139.545
GRADE 34 (650)	Ex 136,235.04	H 140,322.14	H 144,531.79	H 148,867.74	H 153,333.76	H 157,933.80	H 162,671.79	H 167,551.95	H 172,578.50	H 177,755.86	H 183,088.55	H 188,581.17	H 194,238.64	H 200,065.80
	O 65.49	O 67.46	O 69.50	O 71.56	O 73.73	O 75.93	O 78.22	O 80.56	O 82.98	O 85.47	O 88.02	O 90.69	O 93.41	O 96.20
	O 98.235	O 101.190	O 104.250	O 107.340	O 110.595	O 113.895	O 117.330	O 120.840	O 124.470	O 128.205	O 132.030	O 136.035	O 140.115	O 144.300
GRADE 34A (65A)	Ex 141,003.28	H 145,233.40	H 149,590.39	H 154,078.13	H 158,700.44	H 163,461.46	H 168,365.30	H 173,416.25	H 178,618.75	H 183,977.31	H 189,496.64	H 195,181.52	H 201,037.03	H 207,068.11
	O 67.80	O 69.81	O 71.94	O 74.08	O 76.30	O 78.59	O 80.95	O 83.38	O 85.87	O 88.45	O 91.09	O 93.86	O 96.66	O 99.56
	O 101.700	O 104.715	O 107.910	O 111.120	O 114.450	O 117.885	O 121.425	O 125.070	O 128.805	O 132.675	O 136.635	O 140.790	O 144.990	O 149.340
GRADE 35 (660)	Ex 145,771.50	H 150,144.65	H 154,649.01	H 159,288.48	H 164,067.13	H 168,989.15	H 174,058.81	H 179,280.58	H 184,658.99	H 190,198.77	H 195,904.76	H 201,781.83	H 207,835.35	H 214,070.38
	O 70.09	O 72.19	O 74.37	O 76.59	O 78.90	O 81.26	O 83.69	O 86.21	O 88.78	O 91.47	O 94.20	O 97.02	O 99.95	O 102.95
	O 105.135	O 108.285	O 111.555	O 114.885	O 118.350	O 121.890	O 125.535	O 129.315	O 133.170	O 137.205	O 141.300	O 145.530	O 149.925	O 154.425
GRADE 35A (66A)	Ex 150,873.52	H 155,399.75	H 160,061.71	H 164,863.57	H 169,809.48	H 174,903.76	H 180,150.87	H 185,555.39	H 191,122.06	H 196,855.72	H 202,761.44	H 208,844.21	H 215,109.58	H 221,562.86
	O 72.54	O 74.72	O 76.95	O 79.26	O 81.63	O 84.09	O 86.62	O 89.22	O 91.90	O 94.65	O 97.50	O 100.40	O 103.41	O 106.50
	O 108.810	O 112.080	O 115.425	O 118.890	O 122.445	O 126.135	O 129.930	O 133.830	O 137.850	O 141.975	O 146.250	O 150.600	O 155.115	O 159.750
GRADE 36 (670)	Ex 155,975.52	H 160,654.80	H 165,474.45	H 170,438.65	H 175,551.84	H 180,818.40	H 186,242.95	H 191,830.22	H 197,585.14	H 203,512.68	H 209,618.09	H 215,906.60	H 222,383.84	H 229,055.33
	O 75.00	O 77.23	O 79.56	O 81.94	O 84.41	O 86.94	O 89.56	O 92.23	O 95.02	O 97.87	O 100.81	O 103.83	O 106.93	O 110.13
	O 112.500	O 115.845	O 119.340	O 122.910	O 126.615	O 130.410	O 134.340	O 138.345	O 142.530	O 146.805	O 151.215	O 155.745	O 160.395	O 165.195
GRADE 36A (67A)	Ex 161,434.65	H 166,277.73	H 171,266.04	H 176,404.01	H 181,696.16	H 187,147.02	H 192,761.43	H 198,544.26	H 204,500.59	H 210,635.61	H 216,954.71	H 223,463.33	H 230,167.25	H 237,072.26
	O 77.63	O 79.95	O 82.36	O 84.83	O 87.38	O 89.98	O 92.70	O 95.46	O 98.30	O 101.25	O 104.28	O 107.42	O 110.65	O 114.00
	O 116.445	O 119.925	O 123.540	O 127.245	O 131.070	O 134.970	O 139.050	O 143.190	O 147.450	O 151.875	O 156.420	O 161.130	O 165.975	O 171.000

GRADE	2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 1	Ex	22,097.62	22,765.51	23,443.36	24,146.68	24,871.06	25,617.19					
	H	10.74	11.03	11.38	11.72	12.08	12.43					
	O	16.110	16.545	17.070	17.580	18.120	18.645					
GRADE 1A	Ex	22,871.03	23,562.31	24,263.88	24,991.79	25,741.58	26,513.80					
	H	11.00	11.32	11.67	12.02	12.38	12.74					
	O	16.500	16.980	17.505	18.030	18.570	19.110					
GRADE 2	Ex	23,644.45	24,359.11	25,084.40	25,836.94	26,612.05	27,410.38					
	H	11.38	11.74	12.07	12.44	12.81	13.19					
	O	17.070	17.610	18.105	18.660	19.215	19.785					
GRADE 2A	Ex	24,472.01	25,211.68	25,962.34	26,741.20	27,543.49	28,369.77					
	H	11.76	12.12	12.50	12.87	13.25	13.67					
	O	17.640	18.180	18.750	19.305	19.875	20.505					
GRADE 3 (6A0)	Ex	25,299.58	26,064.25	26,840.30	27,645.51	28,474.84	29,329.13					
	H	12.16	12.53	12.92	13.28	13.70	14.10					
	O	18.240	18.795	19.380	19.920	20.550	21.150					
GRADE 3A (6AA)	Ex	26,185.04	26,976.47	27,779.72	28,613.12	29,471.51	30,355.65					
	H	12.59	12.98	13.35	13.79	14.19	14.61					
	O	18.885	19.470	20.025	20.685	21.285	21.915					
GRADE 4 (6B0)	Ex	27,070.51	27,888.73	28,719.13	29,580.70	30,468.12	31,382.16					
	H	13.04	13.42	13.83	14.23	14.66	15.10					
	O	19.560	20.130	20.745	21.345	21.990	22.650					
GRADE 4A (6BA)	Ex	28,018.02	28,864.86	29,724.28	30,616.03	31,534.51	32,480.54					
	H	13.47	13.88	14.30	14.73	15.18	15.60					
	O	20.205	20.820	21.450	22.095	22.770	23.400					
GRADE 5 (6C0)	Ex	28,965.47	29,840.92	30,729.46	31,651.33	32,600.89	33,578.89					
	H	13.94	14.35	14.77	15.22	15.67	16.16					
	O	20.910	21.525	22.155	22.830	23.505	24.240					
GRADE 5A (6CA)	Ex	29,979.26	30,885.37	31,805.00	32,759.16	33,741.91	34,754.16					
	H	14.44	14.90	15.34	15.82	16.28	16.76					
	O	21.660	22.350	23.010	23.730	24.420	25.140					
GRADE 6 (6D0)	Ex	30,993.05	31,929.82	32,880.54	33,866.96	34,882.95	35,929.46					
	H	14.95	15.38	15.86	16.31	16.80	17.32					
	O	22.425	23.070	23.790	24.465	25.200	25.980					
GRADE 6A (6DA)	Ex	32,077.81	33,047.36	34,031.34	35,052.27	36,103.85	37,186.97					
	H	15.44	15.92	16.37	16.87	17.38	17.89					
	O	23.160	23.880	24.555	25.305	26.070	26.835					

GRADE		2016		2016		2016		2016		2016		2016	
		STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 7	Ex	33,162.56	34,164.90	35,182.17	36,237.63	37,324.74	38,444.51	(6E0)	H	15.96	16.42	17.42	18.48
	H								O	23.940	24.630	26.130	27.720
GRADE 7A	Ex	34,323.24	35,360.67	36,413.57	37,505.94	38,631.12	39,790.08	(6EA)	H	16.51	17.01	18.05	19.14
	H								O	24.765	25.515	27.075	28.710
GRADE 8	Ex	35,483.95	36,556.45	37,644.92	38,774.26	39,937.49	41,135.62	(6F0)	H	17.08	17.59	18.63	19.79
	H								O	25.620	26.385	27.945	29.685
GRADE 8A	Ex	36,725.88	37,835.92	38,962.50	40,131.36	41,335.31	42,575.34	(6FA)	H	17.68	18.22	19.31	20.49
	H								O	26.520	27.330	28.965	30.735
GRADE 9	Ex	37,967.83	39,115.40	40,280.07	41,488.47	42,733.12	44,015.11	(6G0)	H	18.31	18.86	20.00	21.22
	H								O	27.465	28.290	30.000	31.830
GRADE 9A	Ex	39,296.71	40,484.47	41,689.87	42,940.56	44,228.75	45,555.65	(6GA)	H	18.92	19.49	20.67	21.94
	H								O	28.380	29.235	31.005	32.910
GRADE 10	Ex	40,625.59	41,853.51	43,099.66	44,392.65	45,724.41	47,096.16	(6H0)	H	19.54	20.12	21.35	22.64
	H								O	29.310	30.180	32.025	33.960
GRADE 10A	Ex	42,047.45	43,318.33	44,608.14	45,946.39	47,324.77	48,744.54	(6HA)	H	20.23	20.81	22.09	23.45
	H								O	30.345	31.215	33.135	35.175
GRADE 11	Ex	43,469.36	44,783.21	46,116.64	47,500.13	48,925.15	50,392.89	(6I0)	H	20.89	21.53	22.86	24.24
	H								O	31.335	32.295	34.290	36.360
GRADE 11A	Ex	44,990.77	46,350.60	47,730.71	49,162.64	50,637.53	52,156.66	(6IA)	H	21.66	22.33	23.66	25.11
	H								O	32.490	33.495	35.490	37.665
GRADE 12	Ex	46,512.21	47,918.04	49,344.82	50,825.13	52,349.90	53,920.41	(6J0)	H	22.39	23.05	24.44	25.93
	H								O	33.585	34.575	36.660	38.895
GRADE 12A	Ex	48,140.12	49,595.16	51,071.85	52,604.02	54,182.16	55,807.61	(6JA)	H	23.15	23.84	25.34	26.86
	H								O	34.725	35.760	38.010	40.290

GRADE	2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 13 Ex (6K0) H O	49,768.06 23.98 35.970	51,261.10 24.67 37.005	52,798.94 25.42 38.130	54,382.87 26.16 39.240	56,014.39 26.95 40.425	57,694.83 27.79 41.685						
GRADE 13A Ex (6KA) H O	51,509.95 24.80 37.200	53,066.84 25.53 38.295	54,646.90 26.31 39.465	56,286.30 27.10 40.650	57,974.90 27.89 41.835	59,714.16 28.72 43.080						
GRADE 14 Ex (6L0) H O	53,251.84 25.62 38.430	54,861.36 26.41 39.615	56,494.88 27.18 40.770	58,189.72 27.99 41.985	59,935.41 28.84 43.260	61,733.46 29.69 44.535						
GRADE 14A Ex (6LA) H O	55,115.66 26.52 39.780	56,781.53 27.31 40.965	58,472.20 28.14 42.210	60,226.34 29.00 43.500	62,033.17 29.87 44.805	63,894.15 30.76 46.140						
GRADE 15 Ex (6M0) H O	56,979.44 27.42 41.130	58,701.64 28.25 42.375	60,449.50 29.09 43.635	62,263.00 29.95 44.925	64,130.89 30.85 46.275	66,054.81 31.75 47.625						
GRADE 15A Ex (6MA) H O	58,973.73 28.38 42.570	60,756.22 29.21 43.815	62,565.23 30.11 45.165	64,442.20 30.99 46.485	66,375.45 31.94 47.910	68,366.74 32.88 49.320						
GRADE 16 Ex (6N0) H O	60,968.02 29.31 43.965	62,797.06 30.21 45.315	64,680.96 31.10 46.650	66,621.41 32.05 48.075	68,620.06 32.99 49.485	70,678.65 33.99 50.985						
GRADE 16A Ex (6NA) H O	63,101.89 30.38 45.570	65,009.13 31.30 46.950	66,944.81 32.22 48.330	68,953.13 33.21 49.815	71,021.75 34.20 51.300	73,152.39 35.21 52.815						
GRADE 17 Ex (6O0) H O	65,235.77 31.37 47.055	67,207.51 32.33 48.495	69,208.63 33.30 49.950	71,284.89 34.29 51.435	73,423.44 35.32 52.980	75,626.15 36.37 54.555						
GRADE 17A Ex (6OA) H O	67,519.03 32.49 48.735	69,559.78 33.45 50.175	71,630.94 34.47 51.705	73,779.87 35.49 53.235	75,993.25 36.54 54.810	78,273.05 37.64 56.460						
GRADE 18 Ex (6P0) H O	69,802.26 33.61 50.415	71,912.04 34.61 51.915	74,053.27 35.66 53.490	76,274.86 36.73 55.095	78,563.09 37.82 56.730	80,919.96 38.96 58.440						
GRADE 18A Ex (6PA) H O	72,245.37 34.72 52.080	74,428.97 35.79 53.685	76,645.09 36.85 55.275	78,944.47 37.98 56.970	81,312.78 39.10 58.650	83,752.15 40.27 60.405						

GRADE	2016		2016		2016		2016		2016		2016	
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 19 Ex	74,688.46	76,945.93	79,237.00	81,614.06	84,062.50	86,584.37						
(6Q0) H	35.92	37.01	38.12	39.28	40.44	41.65						
O	53.880	55.515	57.180	58.920	60.660	62.475						
GRADE 19A Ex	77,302.53	79,639.02	82,010.25	84,470.58	87,004.69	89,614.85						
(6QA) H	37.19	38.30	39.45	40.63	41.86	43.12						
O	55.785	57.450	59.175	60.945	62.790	64.680						
GRADE 20 Ex	79,915.63	82,314.14	84,783.56	87,327.08	89,946.88	92,645.30						
(6R0) H	38.46	39.60	40.80	42.01	43.27	44.58						
O	57.690	59.400	61.200	63.015	64.905	66.870						
GRADE 20A Ex	82,713.71	85,213.73	87,750.97	90,383.52	93,095.02	95,887.87						
(6RA) H	39.80	41.00	42.22	43.46	44.76	46.13						
O	59.700	61.500	63.330	65.190	67.140	69.195						
GRADE 21 Ex	85,510.79	88,095.36	90,718.41	93,439.95	96,243.14	99,130.44						
(6S0) H	41.12	42.36	43.64	44.96	46.30	47.68						
O	61.680	63.540	65.460	67.440	69.450	71.520						
GRADE 21A Ex	88,503.66	91,178.68	93,893.56	96,710.37	99,611.67	102,600.01						
(6SA) H	42.59	43.86	45.17	46.53	47.92	49.35						
O	63.885	65.790	67.755	69.795	71.880	74.025						
GRADE 22 Ex	91,496.57	94,262.06	97,068.69	99,980.75	102,980.17	106,069.57						
(6T0) H	44.03	45.34	46.71	48.09	49.53	51.03						
O	66.045	68.010	70.065	72.135	74.295	76.545						
GRADE 22A Ex	94,698.94	97,561.22	100,466.09	103,480.08	106,584.49	109,781.99						
(6TA) H	45.54	46.89	48.31	49.76	51.25	52.78						
O	68.310	70.335	72.465	74.640	76.875	79.170						
GRADE 23 Ex	97,901.30	100,860.38	103,863.49	106,979.42	110,188.79	113,494.45						
(6U0) H	47.08	48.50	49.92	51.44	52.96	54.60						
O	70.620	72.750	74.880	77.160	79.440	81.900						
GRADE 23A Ex	101,327.87	104,390.51	107,498.74	110,723.66	114,045.37	117,466.76						
(6UA) H	48.72	50.19	51.69	53.26	54.84	56.49						
O	73.080	75.285	77.535	79.890	82.260	84.735						
GRADE 24 Ex	104,754.40	107,920.62	111,133.96	114,467.96	117,902.02	121,439.06						
(6V0) H	50.37	51.90	53.45	55.03	56.68	58.39						
O	75.555	77.850	80.175	82.545	85.020	87.585						
GRADE 24A Ex	108,420.82	111,697.84	115,023.63	118,474.35	122,028.58	125,689.46						
(6VA) H	52.13	53.69	55.32	56.98	58.70	60.46						
O	78.195	80.535	82.980	85.470	88.050	90.690						

GRADE	2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 25 Ex	112,087.20	115,475.05	118,913.34	122,480.73	126,155.15	129,939.80						
(6W0) H	53.89	55.51	57.17	58.88	60.66	62.48						
O	80.835	83.265	85.755	88.320	90.990	93.720						
GRADE 25A Ex	116,010.26	119,516.68	123,075.28	126,767.55	130,570.60	134,487.69						
(6WA) H	55.80	57.47	59.21	60.97	62.82	64.66						
O	83.700	86.205	88.815	91.455	94.230	96.990						
GRADE 26 Ex	119,933.30	123,558.29	127,237.24	131,054.36	134,985.98	139,035.57						
(6X0) H	57.67	59.40	61.18	63.01	64.92	66.85						
O	86.505	89.100	91.770	94.515	97.380	100.275						
GRADE 26A Ex	124,130.97	127,882.84	131,690.58	135,641.28	139,710.50	143,901.84						
(6XA) H	59.68	61.50	63.33	65.25	67.20	69.20						
O	89.520	92.250	94.995	97.875	100.800	103.800						
GRADE 27 Ex	128,328.65	132,207.37	136,143.88	140,228.18	144,435.03	148,768.08						
(6Y0) H	61.73	63.59	65.47	67.44	69.46	71.54						
O	92.595	95.385	98.205	101.160	104.190	107.310						
GRADE 27A Ex	132,820.14	136,834.63	140,908.89	145,136.16	149,490.25	153,974.96						
(6YA) H	63.85	65.77	67.76	69.78	71.90	74.05						
O	95.775	98.655	101.640	104.670	107.850	111.075						
GRADE 28 Ex	137,311.65	141,461.90	145,673.94	150,044.14	154,545.47	159,181.85						
(6Z0) H	66.04	68.01	70.07	72.16	74.33	76.56						
O	99.060	102.015	105.105	108.240	111.495	114.840						
GRADE 28A Ex	142,117.56	146,413.07	150,772.52	155,295.71	159,954.57	164,753.21						
(6ZA) H	68.33	70.38	72.50	74.66	76.91	79.22						
O	102.495	105.570	108.750	111.990	115.365	118.830						
GRADE 29 Ex	146,923.46	151,364.25	155,871.14	160,547.26	165,363.64	170,324.55						
(600) H	70.66	72.77	74.96	77.21	79.54	81.92						
O	105.990	109.155	112.440	115.815	119.310	122.880						
GRADE 29A Ex	152,065.77	156,661.96	161,326.60	166,166.38	171,151.38	176,285.92						
(60A) H	73.14	75.34	77.58	79.91	82.32	84.80						
O	109.710	113.010	116.370	119.865	123.480	127.200						
GRADE 30 Ex	157,208.13	161,959.72	166,782.09	171,785.55	176,939.09	182,247.29						
(610) H	75.60	77.86	80.22	82.62	85.08	87.63						
O	113.400	116.790	120.330	123.930	127.620	131.445						
GRADE 30A Ex	162,710.38	167,628.31	172,619.45	177,798.05	183,131.99	188,625.93						
(61A) H	78.25	80.60	83.01	85.49	88.03	90.70						
O	117.375	120.900	124.515	128.235	132.045	136.050						

GRADE	2016			2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4
GRADE 31	Ex	168,212.68	173,296.91	178,456.84	183,810.54	189,324.84	183,810.54	178,456.84	173,296.91	168,212.68	189,324.84	183,810.54	189,324.84	183,810.54	173,296.91
(620)	H	80.86	83.30	85.82	88.40	91.03	80.86	83.30	85.82	88.40	91.03	93.78	80.86	83.30	85.82
	O	121.290	124.950	128.730	132.600	136.545	121.290	124.950	128.730	132.600	136.545	140.670	121.290	124.950	128.730
GRADE 31A	Ex	174,100.13	179,362.29	184,702.83	190,243.91	195,951.22	174,100.13	179,362.29	184,702.83	190,243.91	195,951.22	201,829.76	174,100.13	179,362.29	184,702.83
(62A)	H	83.71	86.23	88.79	91.50	94.21	83.71	86.23	88.79	91.50	94.21	97.03	83.71	86.23	88.79
	O	125.565	129.345	133.185	137.250	141.315	125.565	129.345	133.185	137.250	141.315	145.545	125.565	129.345	133.185
GRADE 32	Ex	179,987.56	185,427.69	190,948.81	196,677.28	202,577.61	179,987.56	185,427.69	190,948.81	196,677.28	202,577.61	208,654.93	179,987.56	185,427.69	190,948.81
(630)	H	86.56	89.14	91.80	94.58	97.43	86.56	89.14	91.80	94.58	97.43	100.33	86.56	89.14	91.80
	O	129.840	133.710	137.700	141.870	146.145	129.840	133.710	137.700	141.870	146.145	150.495	129.840	133.710	137.700
GRADE 32A	Ex	186,287.12	191,917.63	197,632.02	203,560.97	209,667.83	186,287.12	191,917.63	197,632.02	203,560.97	209,667.83	215,957.86	186,287.12	191,917.63	197,632.02
(63A)	H	89.60	92.26	95.05	97.90	100.83	89.60	92.26	95.05	97.90	100.83	103.85	89.60	92.26	95.05
	O	134.400	138.390	142.575	146.850	151.245	134.400	138.390	142.575	146.850	151.245	155.775	134.400	138.390	142.575
GRADE 33	Ex	192,586.69	198,407.62	204,315.22	210,444.67	216,758.01	192,586.69	198,407.62	204,315.22	210,444.67	216,758.01	223,260.76	192,586.69	198,407.62	204,315.22
(640)	H	92.60	95.38	98.23	101.19	104.22	92.60	95.38	98.23	101.19	104.22	107.36	92.60	95.38	98.23
	O	138.900	143.070	147.345	151.785	156.330	138.900	143.070	147.345	151.785	156.330	161.040	138.900	143.070	147.345
GRADE 33A	Ex	199,327.23	205,351.89	211,466.25	217,810.24	224,344.54	199,327.23	205,351.89	211,466.25	217,810.24	224,344.54	231,074.88	199,327.23	205,351.89	211,466.25
(64A)	H	95.83	98.73	101.69	104.73	107.87	95.83	98.73	101.69	104.73	107.87	111.12	95.83	98.73	101.69
	O	143.745	148.095	152.535	157.095	161.805	143.745	148.095	152.535	157.095	161.805	166.680	143.745	148.095	152.535
GRADE 34	Ex	206,067.78	212,296.18	218,617.32	225,175.80	231,931.08	206,067.78	212,296.18	218,617.32	225,175.80	231,931.08	238,889.01	206,067.78	212,296.18	218,617.32
(650)	H	99.09	102.07	105.12	108.27	111.52	99.09	102.07	105.12	108.27	111.52	114.87	99.09	102.07	105.12
	O	148.635	153.105	157.680	162.405	167.280	148.635	153.105	157.680	162.405	167.280	172.305	148.635	153.105	157.680
GRADE 34A	Ex	213,280.15	219,726.52	226,268.90	233,056.96	240,048.67	213,280.15	219,726.52	226,268.90	233,056.96	240,048.67	247,250.14	213,280.15	219,726.52	226,268.90
(65A)	H	102.56	105.64	108.79	112.05	115.42	102.56	105.64	108.79	112.05	115.42	118.88	102.56	105.64	108.79
	O	153.840	158.460	163.185	168.075	173.130	153.840	158.460	163.185	168.075	173.130	178.320	153.840	158.460	163.185
GRADE 35	Ex	220,492.49	227,156.89	233,920.50	240,938.13	248,166.24	220,492.49	227,156.89	233,920.50	240,938.13	248,166.24	255,611.25	220,492.49	227,156.89	233,920.50
(660)	H	106.04	109.22	112.47	115.86	119.34	106.04	109.22	112.47	115.86	119.34	122.91	106.04	109.22	112.47
	O	159.060	163.830	168.705	173.790	179.010	159.060	163.830	168.705	173.790	179.010	184.365	159.060	163.830	168.705
GRADE 35A	Ex	228,209.74	235,107.39	242,107.72	249,370.94	256,852.07	228,209.74	235,107.39	242,107.72	249,370.94	256,852.07	264,557.62	228,209.74	235,107.39	242,107.72
(66A)	H	109.72	113.02	116.41	119.92	123.50	109.72	113.02	116.41	119.92	123.50	127.20	109.72	113.02	116.41
	O	164.580	169.530	174.615	179.880	185.250	164.580	169.530	174.615	179.880	185.250	190.800	164.580	169.530	174.615
GRADE 36	Ex	235,926.97	243,057.88	250,294.93	257,803.79	265,537.88	235,926.97	243,057.88	250,294.93	257,803.79	265,537.88	273,504.03	235,926.97	243,057.88	250,294.93
(670)	H	113.44	116.86	120.34	123.95	127.69	113.44	116.86	120.34	123.95	127.69	131.53	113.44	116.86	120.34
	O	170.160	175.290	180.510	185.925	191.535	170.160	175.290	180.510	185.925	191.535	197.295	170.160	175.290	180.510
GRADE 36A	Ex	244,184.43	251,564.90	259,055.25	266,826.90	274,831.71	244,184.43	251,564.90	259,055.25	266,826.90	274,831.71	283,076.65	244,184.43	251,564.90	259,055.25
(67A)	H	117.39	120.92	124.54	128.29	132.13	117.39	120.92	124.54	128.29	132.13	136.10	117.39	120.92	124.54
	O	176.085	181.380	186.810	192.435	198.195	176.085	181.380	186.810	192.435	198.195	204.150	176.085	181.380	186.810